

WASHINGTON STATE COMMISSION ON HISPANIC AFFAIRS

STRATEGIC PRIORITIES 2016· 2017

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HISTORY

The Commission on Hispanic Affairs (CHA) was created by a Governor's Executive Order and established in statute in 1971. As mandated by state legislature, the Commission's functions are to improve public policy development and the delivery of government services to the Hispanic community by providing advice to the Governor, state legislature, and local agencies on issues impacting the Hispanic community. The Commission is composed of 11 commissioners throughout the state but its administrative and legislative work is conducted in Olympia.

The Commission started out in 1971 as a strong grassroots movement to improve the conditions for Hispanics in the state of Washington. A substantial amount of community action leading to the creation of the Commission rose out of the Yakima Valley as well as other areas with high farmworker populations. During this time, a group of Hispanic community advocates saw the need to take its concerns to the state in order to advocate for community improvement.

The Commission represents a growing population with pressing needs, is supported by a grassroots movement, and works within the framework of state legislation. The Commission reports the needs of a large politically disenfranchised group to a governmental system that requires consistent pressure to effect change. The Commission on Hispanic Affairs is dedicated to representing a population as wide and diverse as the Hispanic community while building strong relations with policymakers.

The Commission has been involved with many incredible positive accomplishments in three decades, and there can be no doubt that in terms of education, health care, farmworker protection, housing, and economic development that the Hispanic community outlook is significantly improved because of the work of the Commission. The agency continues to fight for a stronger voice, a more responsive government, and better overall conditions for all Hispanics in Washington State. Improving the lives of Hispanics in the state will ultimately improve the well being of all the residents of Washington.

TIMELINE

1971

Commission on Mexican American Affairs established

Legislation changed the name to Commission on Hispanic Affairs

1987

Hiring power of the director is conducted by the governor

1993

CHA receives grant from Boeing

1994

CHA receives grant from Catholic Community Services

1996

Staffing Peak: CHA had an immigration specialist, a public relation manager and an outreach coordinator as part of their staff

2002

Budget Reduction: Staff reduced from 5 FTE's to 1.8

2006

Hispanic Legislative Day Reinstated

First published CHA Assessment Report

CHA partners with Radio KDNA to do weekly news program

Redesigned Website & created a Database

2007

Implemented new Public Meeting format

2008

Achievement Gap Study Appropriation

Conozca su Gobierno con Uriel Iniguez was created

2010

CHA celebrates 40 years

2012

Conozca su Gobierno expands from 14 agencies to 21 with over 5 radio stations broadcasting statewide

2014

CHA helps pass the REAL Hope Act in WA known nationally as the Dream Act.

CHA supports the allocation of \$500,000 to the Latino Center for Health at UW

2015

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LETTER WRITTEN BY CHAIR GLORIA OCHOA-BRUCK

Dear Governor Jay Inslee & Legislators:

I have accepted, with great pleasure to serve a second term as Chair for the Washington State Commission on Hispanic Affairs (CHA). This position is challenging in that it requires both leadership and management of the Commission to ensure that the services provided to our community are held to the highest standards of quality. I understand the effort these requirements entail and I am eager to undertake this position for a second term. Like my fellow commissioners, I am committed to our mission and passionate about serving this community. By working with the Commission I have the opportunity to work alongside legislators and the Governor on the institution of policies and laws to make a valuable difference not only for our Hispanic community but all our citizens.

Our responsibilities as a working Commission are many and because of this we hold ourselves accountable for community involvement and for establishing effective working relationships with community organizations, leaders, and city officials. This level of responsibility is represented at public meetings where our focus is to address issues that affect our community. Some of these issues include concerns about Education, Access to Employment, Immigration, Language Access and Emergency Preparedness, Small Business and Police Accountability. In addition to the aforementioned, the Commission also works to address the needs of Farm Workers, the use of Pesticides, and Healthcare within our community. From this list, Education is undeniably our highest priority, we intend to help close the opportunity gap for K-12 Hispanic students and ensure that these students have equal access to post-secondary education. We have identified several goals within our Strategic Plan that we intend to accomplish during the course of this upcoming year. This could not have been completed without the hard work of every Commissioner, whose efforts are evidence of their dedication to the Hispanic community. This group is one of the hardest working groups of professionals I've had the honor of working with and as a result of their labor, we have been successful in engaging the needs of our community at the state level.

This year CHA has significantly increased the awareness of multiple issues that the Hispanic community is facing within the state of Washington and as an advocate for these issues the Commission strives to demonstrate its support for other organizations that share the same focus. Annually, CHA attends a large number of meetings to address all major issues affecting our community. In 2007 alone, the Commission attended 336 community meetings to discuss the issues at hand. The Commission also heard your concerns and gave advice to a multitude of Government agencies, representatives, and the Governor on more than 230 incidents. Furthermore, the commission stimulated interest on Hispanic communities. On that year, and ever since, the audience of community members in our meetings has continued to grow. This dramatic ascension of participation and improvements in the system would not have been possible without such great community support. We candidly hope that your support will continue to grow.

I am confident that we will continue our success thanks to your valuable commitment and the dedication of my fellow Commissioners, staff, and volunteers. I feel great pride in serving the Commission and through them the Hispanic community of Washington State. I am grateful for the work of the CHA staff, Commissioners, volunteers, and friends that have worked hard in the years past and contributed to building our foundation. I look forward to being part of a new team that includes newly appointed members along with our previous members who have had the opportunity to continue with us.

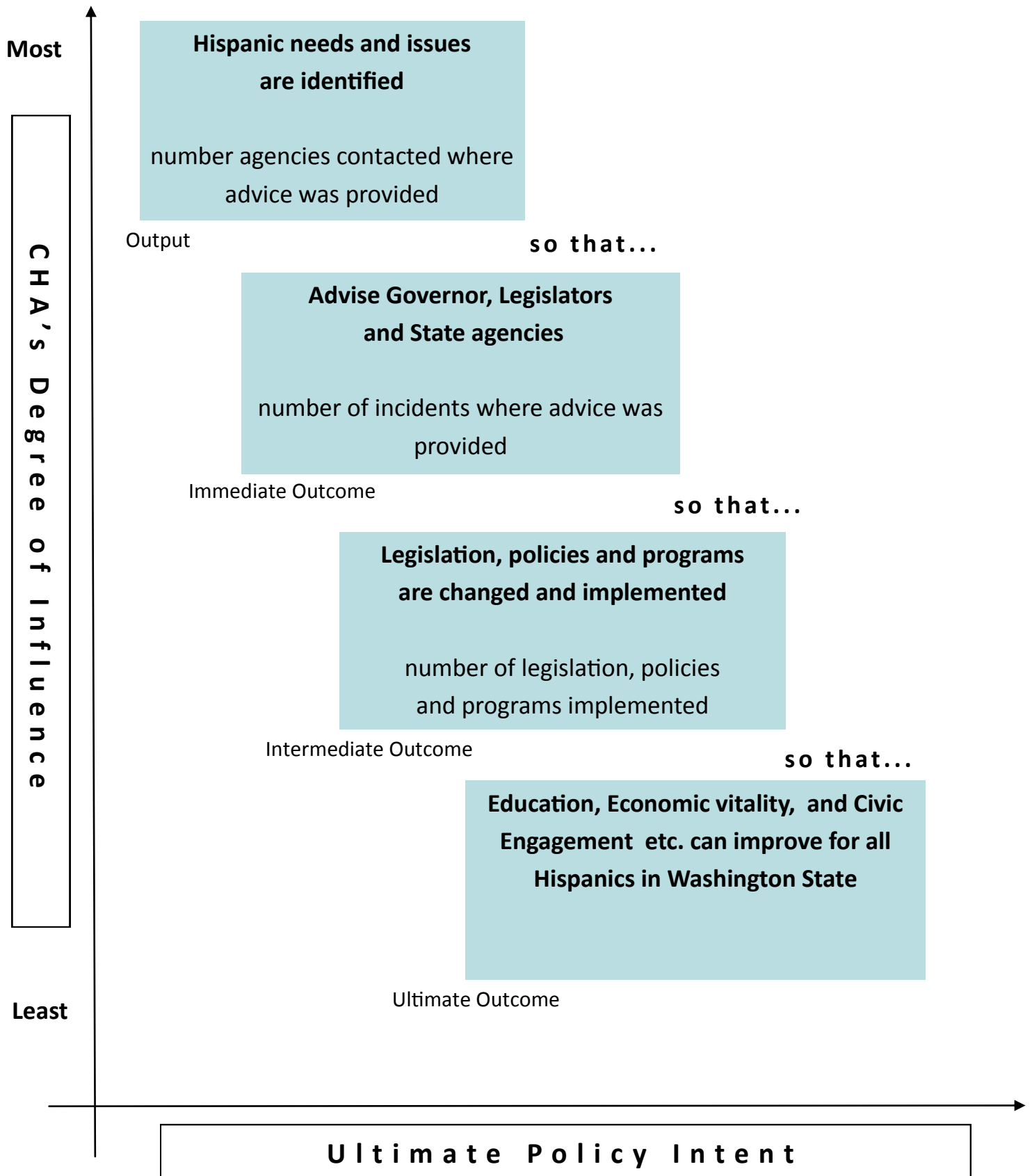
The Commission invites collaboration to ensure a better tomorrow for our children, families, and our communities. Our purpose is to advocate for the citizens of this community and we do so by representing the voice of Latinos within the government of the state of Washington. We solicit your suggestions and welcome your calls and emails. We hope that our Strategic Plan is informative and beneficial to everyone.

Respectfully Submitted,

Gloria Ochoa-Bruck, Chair

LOGIC MODEL

WASHINGTON STATE COMMISSION ON HISPANIC AFFAIRS



VISION

All Latinos have equal opportunity to participate fully in all fields of endeavor.

MISSION

The Commission on Hispanic Affairs strives to improve public policy development and the delivery of government services to the Hispanic community.

CORE VALUES

The success of the Washington Commission on Hispanic Affairs will be determined by the following factors:

- Building cooperation and understanding between Hispanics and Government** - CHA provides Hispanics in WA State with information, resources, and informs the Governor, Legislature, and state agencies about Hispanic issues throughout the state.
- Institutional Change** - CHA partners with state agencies to assure equity and access to culturally competent programs and services. CHA reviews state agency policies, practices, procedures, and makes appropriate recommendations to insure proper delivery of state services and resources throughout the communities.
- Strategic Planning** - CHA develops a strategic plan that sets goals and defines solutions which directly impact and address the needs of the Hispanic community and the state. The strategic plan is the roadmap that guides the Commission in identifying future initiatives and goals.
- Collaboration with the Community** - CHA promotes community awareness and volunteerism as a way of preserving culture, unifying Hispanic residents and improving overall quality of life.
- Increasing cultural competence within state government** - CHA promotes the establishment of a cultural and linguistic services to help Legislators understand how Latino constituents or immigrants' cultural background, affect their approach to civic engagement and involvement in the legislative session.
- Identifying Washington Hispanic issues and concerns through public policy analysis and data-driven outcome-based research** - CHA develops initiatives and procedures that create awareness of issues which forms the foundation for institutional and systemic change in Washington State Government.
- Accountability** - CHA values transparent communication and accountability while promoting investment in positive relationships involving partners at all levels of government.
- Commitment to honoring diversity and promoting justice and fairness throughout the local communities and state government** – CHA cultivates an understanding of social, political, cultural, and economic influences within the Hispanic community. This is accomplished through increasing awareness of social and historical roots of cultural differences. CHA encourages individuals of marginalized communities to become involved in the decision-making process.
- Differing Ideologies** - CHA respects the opinions of others and will provide a safe environment for all voices, opinions, ideas and beliefs.
- Professionalism** - CHA upholds professional commitments and maintains a high level of integrity for those who advocate for Washington Hispanic communities.

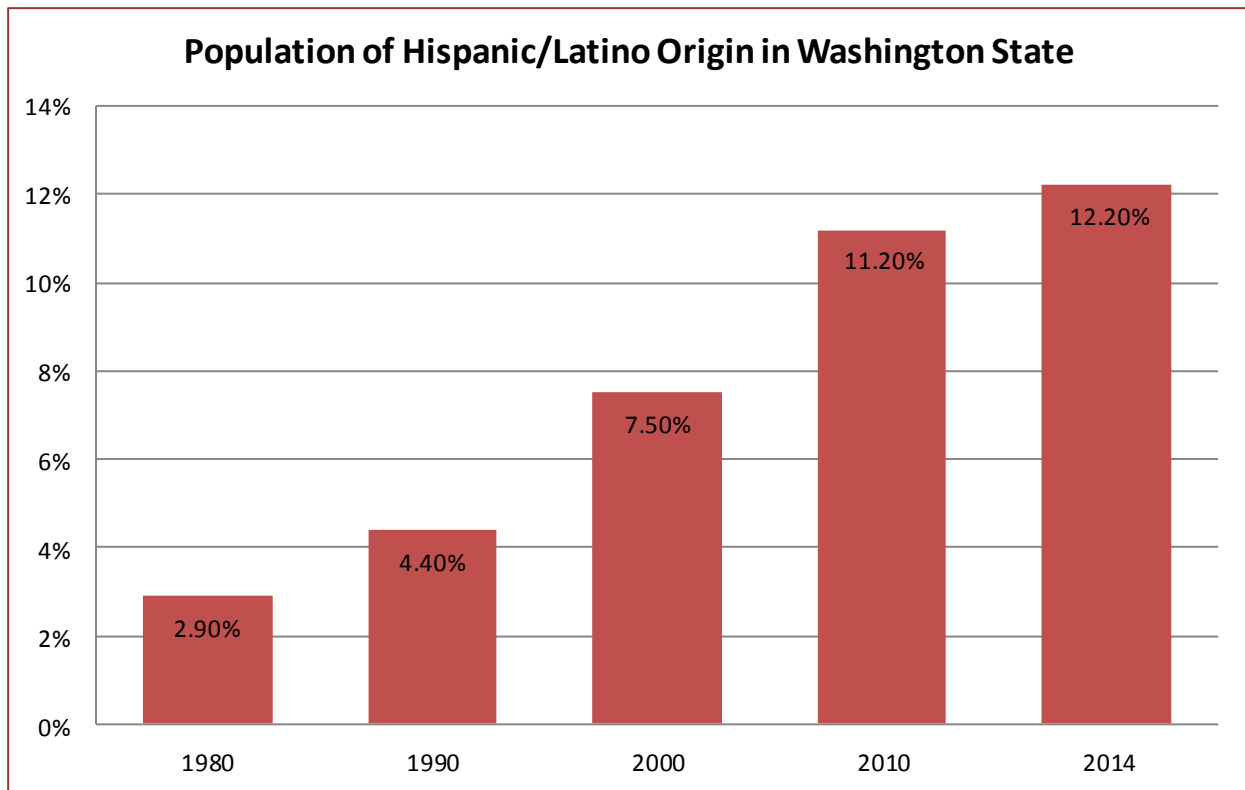
STATUTORY AUTHORITY

The Washington State Commission on Hispanic Affairs is governed by Chapter 43.115 RCW.

The Washington State Commission on Hispanic Affairs (CHA) was created by a Governor's Executive Order and established in statute in 1971. As mandated by the state legislature, the Commission's functions are to improve public policy development and the delivery of government services to the Hispanic community through the following powers and duties:

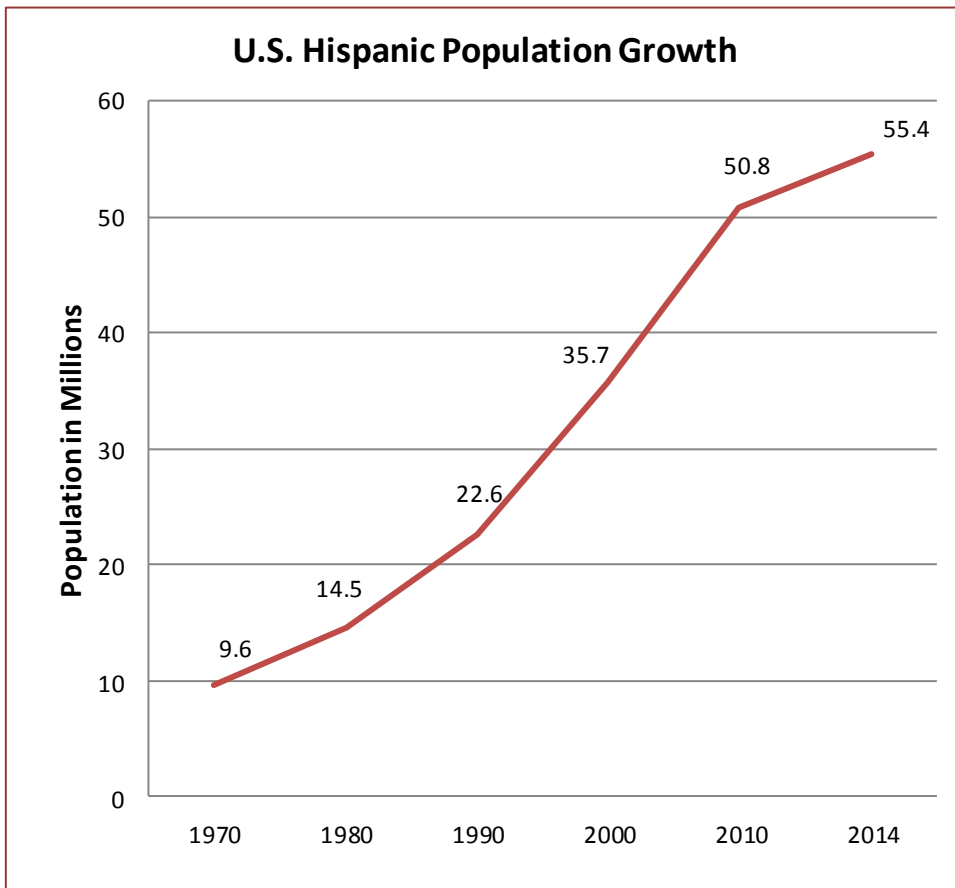
- ♦ Elect one of its members to serve as chair;
- ♦ Adopt rules and regulations pursuant to chapter 34.05 RCW;
- ♦ Examine and define issues concerning the rights and needs of Hispanics, and make recommendations to the governor and state agencies for changes in programs and laws;
- ♦ Advise the governor and state agencies on the development and implementation of policies, plans, and programs that relate to the special needs of Hispanics;
- ♦ Advise the legislature on issues of concern to the Hispanic community;
- ♦ Establish relationships with state agencies, local governments, and private sector organizations that promote equal opportunity and benefits for Hispanics; and
- ♦ Receive gifts, grants, and endowments from public or private sources that are made for the use or benefit of the commission and expend, without appropriation, the same or any income from the gifts, grants, or endowments according to their terms.

HISPANIC DEMOGRAPHICS



Note: As a Percent of Total Population

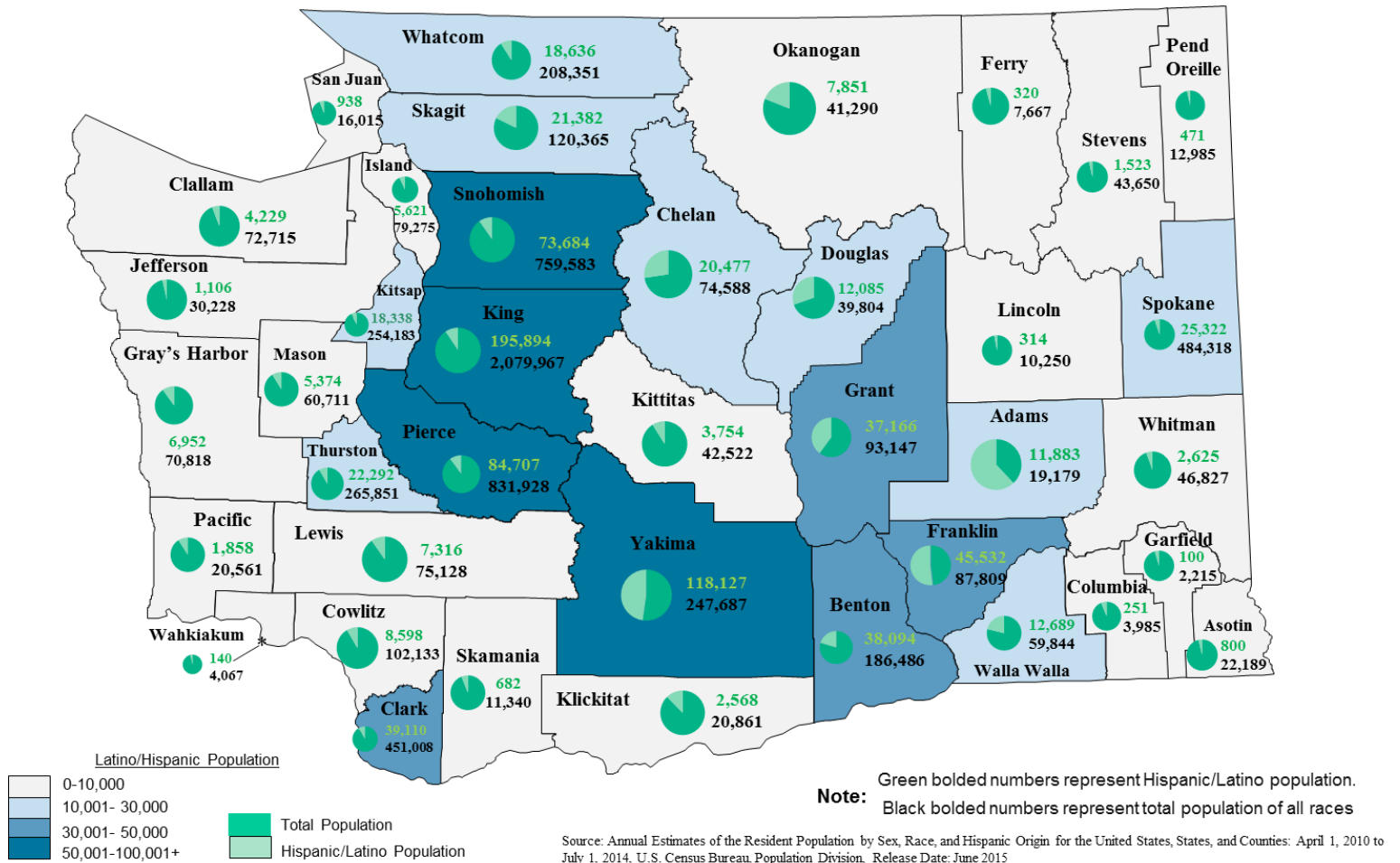
Source: Office of Financial Management Population Estimates accessed: October 2015



Note: 1990-2014 estimates are for July 1. Source: Pew Hispanic, 1970-1980 estimated based on the Decennial Censuses, see Passel & Cohn 2008. 1990-2014 estimates based on Intercensal population estimates and Vintage 2014 accessed: Oct 2015

HISPANIC DEMOGRAPHICS

Distribution of Hispanic Population by County (2014)



Note: The Latino population has increased in every county in the last year. Four Washington counties are at or near majority with 50% of the population being Latino. These numbers continue to trend upward.

PERFORMANCE ASSESSMENT

The Commission staff is currently comprised of two (2) exempt, full-time employees and eleven (11) volunteer commissioners. For that reason the commission is limited on its ability to provide services directly to the community.

In 2014, the commission developed a strategic plan to address several concerns and issues that directly affect the Hispanic community in the state of Washington. The Commission has worked diligently on these strategic priorities and used this plan to emphasize a servant leadership model within the Commission.

In 2014, the following areas and priorities were identified:

PROSPEROUS ECONOMY:

Priority 1 – Increase access to job opportunities

Commissioner Frank Lemos has been working closely with this and helping with the formation of the Subcabinet Minority Contracting, Minority Advisory Committee. As well as Commissioner Daniel Villao has worked on producing apprenticeship opportunities through CTE.

HB 1044. HB 1255 & SB 5254

Priority 2 – Increase access to workforce development program and education.

Commissioner Frank Lemos, with the support of Commissioner Andres Mantilla, helped facilitate a statewide Minority Business Policy Workshop.

Priority 3 – Latinos in Washington State will have equal access to public contracts.

Commissioner Frank Lemos has helped to develop a Business Diversity Subcabinet and is working with the Office of Minority and Women's Business Enterprise to create an oversight committee. **HB 1634 & SB 5203**

Priority 4 – Latinos have equitable fair lending access and consumer debt protection.

The Commission has monitored legislation and met with the Department of Financial Institutions regarding consumer protections.

Priority 5 – Latinos have access to culturally relevant business resources.

The commission is continuing to work on this priority, but has worked to have the Small Business Advisory pamphlet translated and provide input to Results Washington's website.

WORLD CLASS EDUCATION:

Priority 1 – Decrease the opportunity gap for all Latino students in Washington State.

The Commission has had a representative as a chair on the Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC). With the recent departure of Commissioner Raquel Ferrell-Crowley the commission is searching for someone to fill that position. **HB 1541**

Priority 2 – Achieve equal access, opportunity, and success to post-secondary education.

In tandem with the work the Commission has done on the EOGOAC, Commissioner Ferrell-Crowley and Commissioner Daniel Villao have pushed funding for Career & Technical Education (CTE) and working with TRiO and Gear Up programs to ensure post-secondary support for Latino students. **HB 1591**

Priority 3 - Latino Children have access to effective early learning programs.

The Commission has worked with the Department of Early Learning, NALEO, and the Achieve Washington Board to ensure access to effective early learning programs for Latino children is a priority for them. **HB 1491 & SB 5452.**

SUSTAINABLE AND CLEAN ENVIRONMENT:

Priority 1 – Reduce industrial toxins in our community

The Commission has been monitoring and addressing legislation that affects the number of toxins in our communities. The Commission has worked with the Department of Ecology to develop a system to inform and rank projects most impacting health disparities to expedite clean-up.

Priority 2 – Improve air quality in Latino communities

The Commission will continue to address this priority.

Priority 3 – Latinos are protected at home and in the workplace from unsafe pesticide use

The Commission has worked with the Department of Agriculture, Department of Health, and Department of Labor and Industries to address pesticide use and education on unsafe use in the workplace; the Commission has hosted and produced 3 weekly radio programs where these agencies have participated. **HB 1527 & SB 5601**

Priority 4 – Inclusion of Latinos in the clean energy economy and growth of green jobs

The Commission will continue to address this priority.

HEALTHY AND SAFE COMMUNITIES:

Priority 1 – Reduce racial disproportionality in the justice system

Commissioners, Gloria Ochoa-Bruck, David Morales, and Eduardo Morfin have been working diligently within the Antonio Zambrano-Montes case in Pasco, WA and the greater issues of disproportionate affects it has on the Latino community.

Priority 2 – Ensure safe and healthy housing in Latino communities.

Commissioners Anita Ahumada and Manuel Reta have worked with Farmworker groups to ensure proper and adequate housing is being provided to farmworkers and has been involved in rule-making processes for farmworker housing.

Priority 3 – Increase healthcare quality and delivery in Latino communities

The Commission has spear headed ensuring funding for programs such as the Latino Center for Health and ensuring information the Healthcare Authority and Health Benefits Exchange is accessible to limited English speakers. **HB 1321 & SB 5305**

Priority 4 – Reduce obesity in Latino communities

Commissioner Nora Coronado has worked on addressing the prevalence of diabetes in the Latino Community and the Commission has advised on legislation affecting Latino Health.

EFFICIENT, EFFECTIVE AND ACCOUNTABLE GOVERNMENT:

Priority 1 – Increase hiring and inclusion in middle/senior management

Commissioner Frank Lemos has served on hiring boards for state agencies to provide input on candidates. The Commission provided leadership in the development of the Latino Leadership Network.

Priority 2 – Increase civic engagement and participation

Commissioner David Morales has helped facilitate Voter Engagement event in Yakima, WA and the Commission has worked with the Secretary of State to actively engage Latino Voters. **HB 1745 & SB 5668**

Priority 3 – Increase culturally and linguistically accessible resources and services.

Commissioner Anita Ahumada has been working heavily with the Emergency Management Division to ensure resources for emergencies are translated into Spanish.

WORLD CLASS EDUCATION

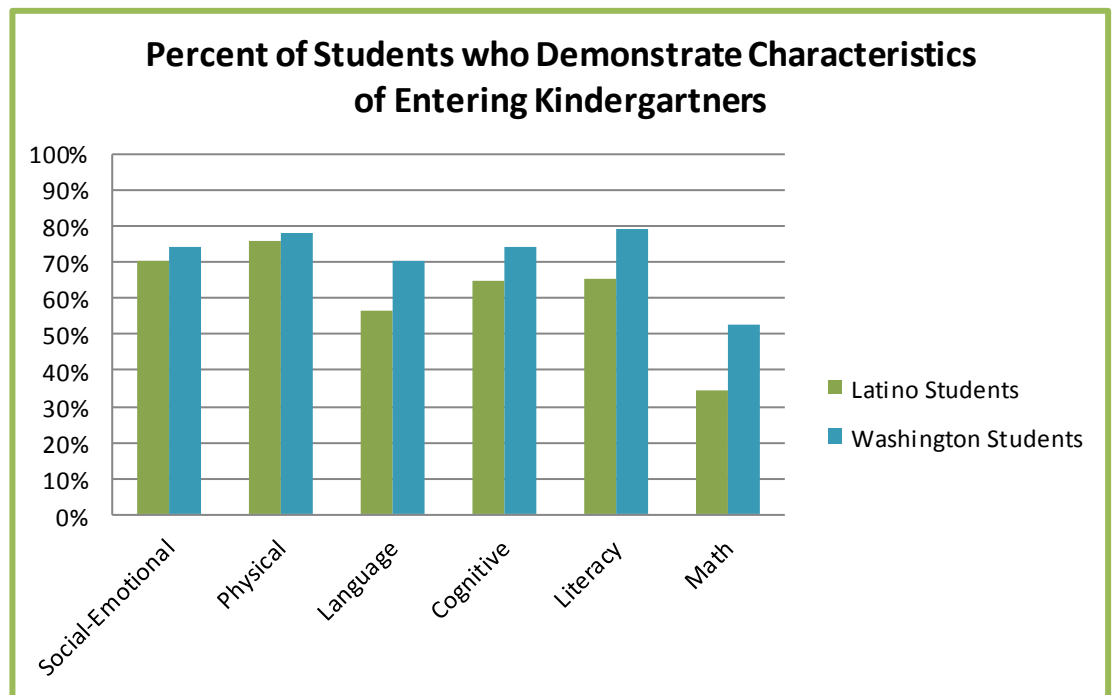
SUZY MARTINEZ (LEAD)

WASHINGTON'S PUBLIC EDUCATION WILL PREPARE LATINOS TO LEAD AND CONTRIBUTE IN THEIR COMMUNITIES. LATINO STUDENTS ATTAIN 21ST CENTURY SKILLS

PRIORITY 1— INCREASE LATINO CHILDREN'S ACCESS TO QUALITY EARLY LEARNING PROGRAMS

BACKGROUND: Early learning increases the chances for success in a student throughout an entire academic life and career. Washington State has created an Early Learning Plan (ELP) that gives a 10-yr road map to help pave the way. There have been several initiatives developed as a result; including Washington Kindergarten Inventory of Developing Skills (WaKIDS), WAKids COUNT, Thrive by Five, Early Child Fund, Birth to Five and many others. However, one critique of the ELP is its lack of racial equity in its design. **Latino children are less likely to be enrolled in pre-school programs and**

Latino parents are less likely to understand the importance of a quality pre-school education for their children. The Commission advocates for the inclusion of cultural competencies addressing the opportunity gap in Washington's ELP. This includes but is not limited to, the creation of culturally competent bilingual (English-Spanish) early learning centers across the state, an outreach plan to educate Latino families regarding the importance of quality early learning and how to find quality programs in their communities, and programs that prepare parents to help their children transition into Kindergarten and navigate the public education system.



Source: Washington State Report Card, WaKIDS 2014-2015, Office of Superintendent of Public Instruction, accessed October 2015

ACTIVITIES:

- CHA commissioners will attend and engage in at least 2 Early Learning Advisory Committee meetings a year
- CHA Commissioners will hold at least 2 meetings a year with the Early Learning Department Director
- CHA co-hosts a statewide meeting with the National Association of Latino Elected Officials (NALEO) discussing Early Learning standards and funding

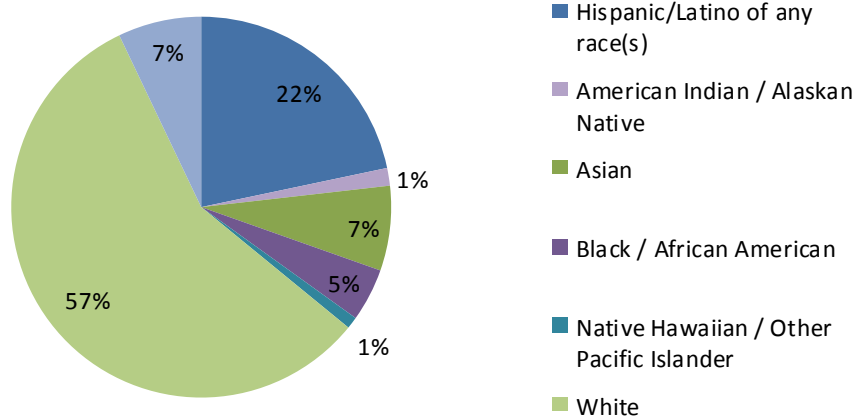
WORLD CLASS EDUCATION

PRIORITY 2— DECREASE THE OPPORTUNITY GAP FOR ALL LATINO STUDENTS IN WA STATE

BACKGROUND: The opportunity gap in Washington State continues to impact the Latino community as the number of Latino students continues to grow. Greater effort needs to be made to ensure equitable access to quality educational programs for young Latinos in order to prepare them for high school graduation and ensure successful transitions to college or post-secondary programs. **The graduation rate for Hispanic students in the 2014 Adjusted 4-year Cohort was 67.3% as compared to the 77.2% of all students in Washington State.**¹ OSPI indicates that in 2013 **Washington’s K-12 Hispanic staff comprised only 5% to the 20.7% of Hispanic students** and that **7.7% of White parents have less than a high school diploma while 43.8% of Latino parents did not graduate from high school.**² All of these factors directly contribute to the disparity in the opportunity gap for Latino students. The Commission is committed to removing these opportunity barriers by supporting more Latino teachers in Washington classrooms, policies that encourage students to keep and improve their dual-language capacity, and school disciplinary policies that focus on keeping Latino students in

the classroom instead of forcing them out. In addition to that, the Commission also advocates for policies that provide access and opportunity for Latino parents to be included as equal partners in the public education system, **as well as legislation requiring school districts to adopt language access policies and procedures.**

2014-2015 K-12 Enrollment Percentage Rates by Ethnicity/Race



Source:
Washington
State Report
Card, 2014-
2015, Office
of Superin-
tendent of
Public In-
struction,
accessed
October
2015

ACTIVITIES:

- CHA will continue to participate in Education Reform focused on the “Smarter Balance Assessment” as it relates English Language Learners and Migrant Education Programs
- CHA will advise legislators on educational impacts to the Latino community – P24 (Early Learning to Post-Graduate)
- CHA will continue to host and produce 3 weekly radio programs where Office of Superintendent of Public Instruction (OSPI), Heritage, Eastern Washington and Washington Universities participate
- CHA Commissioners will continue to participate on the OSPI School Discipline Taskforce committee and OSPI Migrant Advisory Committee and the Transitional Bilingual Instruction Programs (TBIP)
- CHA Commissioners will participate and be engaged in any forthcoming educational attainment committees focused on cultural competencies and any task force meetings tied to advanced technical skill education
- CHA will work with OSPI on the Educational Opportunity Gap Oversight and Accountability Committee

WORLD CLASS EDUCATION

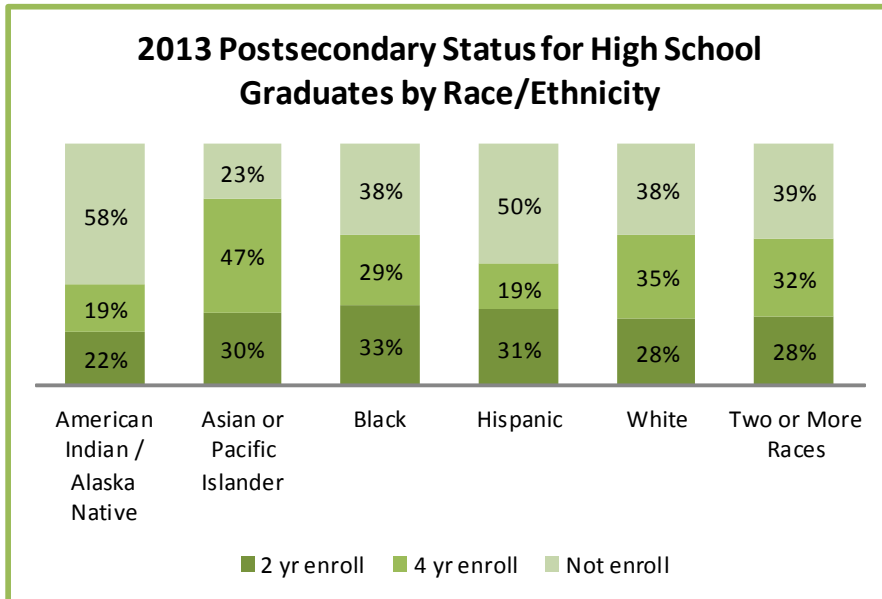
PRIORITY 3—ACHIEVE EQUAL ACCESS, OPPORTUNITY, AND SUCCESS TO POST-SECONDARY EDUCATION

BACKGROUND: We must increase the percentage of Latino students earning post-secondary degrees in addition to

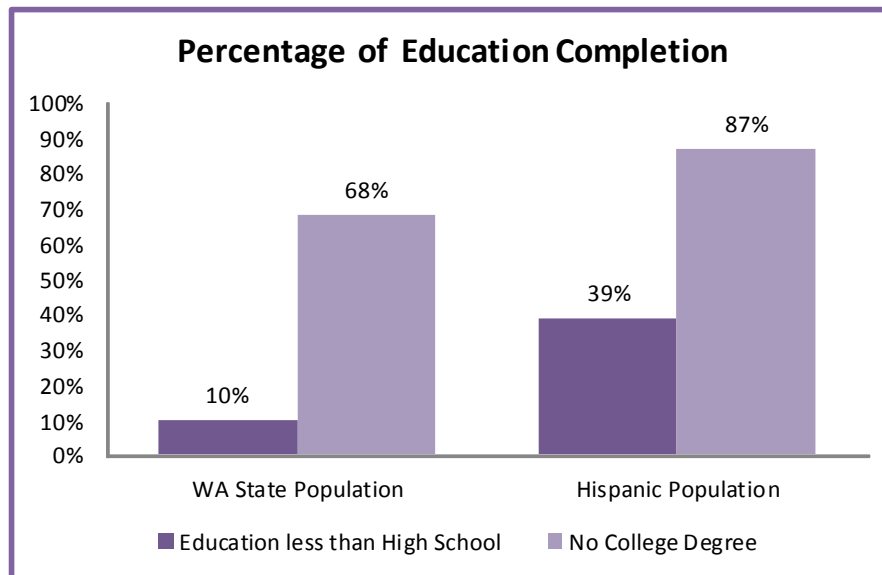
the number of Latino student enrolling in Washington's colleges, universities and apprenticeship programs. According to the College Board the **median lifetime earnings of individuals with an associate's degree are 27% higher than median earnings of high school graduates.**³ In 2011 the poverty rate for bachelor degree recipients was 5% while the high school graduate poverty rate was the 14%. Individuals with post-secondary education have shown to be not only more economically stable but more civically involved and likelier to participate in healthy lifestyles than high school graduates.⁴ As an advocate for the success of the Latino community, the Commission is committed to achieving equal access in post-secondary education for Latino students.

Source:

Washington State Office of Superintendent of Public Instruction, accessed October 2015



Source: State Department of Health, Chronic Disease Profile, accessed: October 2015



ACTIVITIES:

- CHA Commissioners will attend and engage in at least 2 community college board meetings a year
- CHA Commissioners will attend and engage in at least 2 Trio and Gear Up program meetings a year
- CHA Commissioners will attend and engage in at least 2 Seattle Education Success Committee meetings a year
- CHA Commissioners will continue to participate on the OSPI School Discipline Taskforce and Achievement Gap Oversight Committee
- CHA Commissioners will continue to engage and participate in Advisory Committee/Oversight associated with 21st Skills and Knowledge for Career and College Readiness and Workforce Development

PROSPEROUS ECONOMY

DANIEL VILLAO (LEAD)

LATINOS ARE THE FOREFRONT OF AN INCLUSIVE AND THRIVING ECONOMY

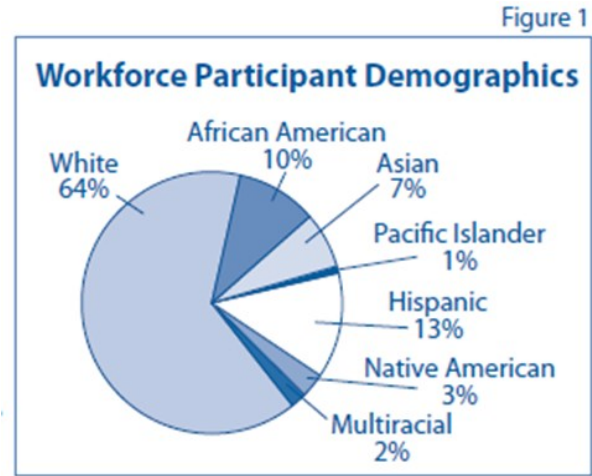
PRIORITY 1— EXPAND JOB ACCESS, JOB PLACEMENT AND AGENDA FOR LATINOS IN WA

BACKGROUND: Latinos are essential to the success of Washington's economy. **Latino workers continue to be the largest ethnic minority in Washington's workforce.** Not only do Latinos support the workforce but in 2013 Latinos paid **\$1.9 billion in federal taxes and \$1.1 billion in state/local taxes**, according to the Partnership for a New American Economy. In particular, foreign-born Latinos paid \$706 million in federal taxes and \$524 million in state/local taxes.⁵

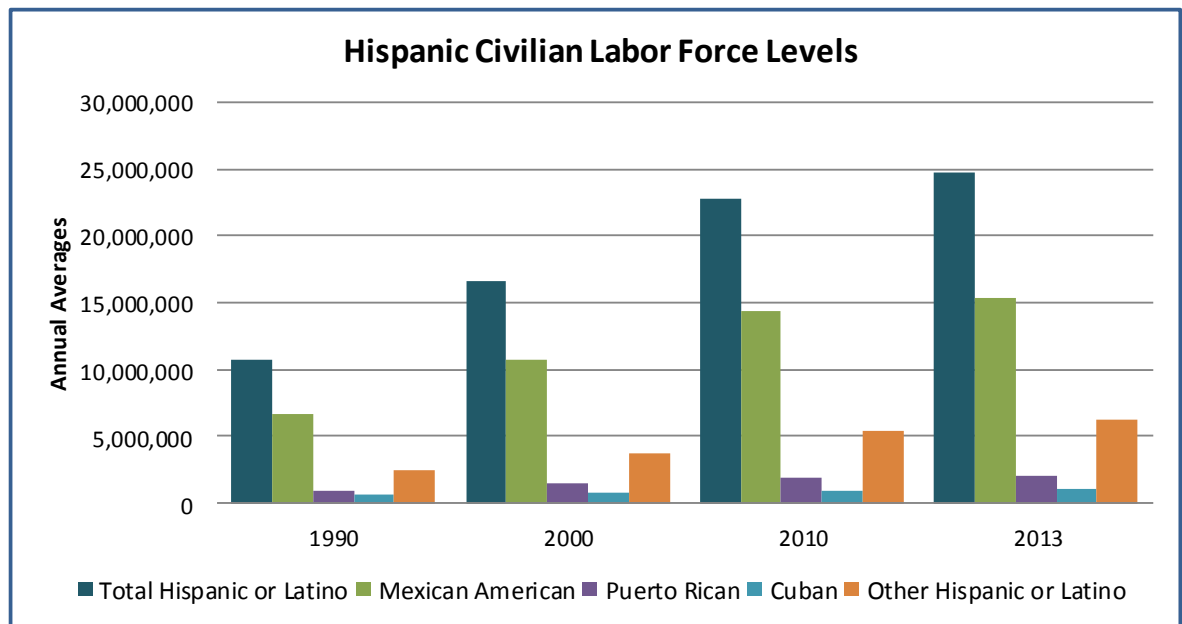
The unemployment rate of Washington State in 2014 was 6.3%; **the estimated unemployment rate for Latinos was 9.7%.**⁶

Hispanics comprise 5.3% of state employees, 4.1% of state Officials and Administrators. Only an estimated **3.7% of Hispanic employees in Washington State are in an upper management position.**⁷

The Commission intends to work with state entities and stakeholders expand job access, job placement, and ensure mobility in jobs for Latino residents in Washington State.



Source: Workforce Training Results 2014, Workforce Training and Education Coordinating Board, pg. 29



Source: Bureau of Labor Statistics, Civilian labor force levels for persons on Hispanic or Latino ethnicity 1990-2013

ACTIVITIES:

- CHA will continue to host and produce 3 weekly radio programs where the Department of Revenue, Employment Security Department, and OMWBE (Office of Minority and Women's Business Enterprises) participate
- CHA will participate in the US Presidents National Apprenticeship Week in 2016
- CHA will host a statewide meeting on the opportunity in WIOA (Workforce Innovation and Opportunities Act) to discuss the program redesign progress with state agencies, Workforce Development fund recipients, and the community; targeting an action plan to ensure Latino inclusion, culturally relevant information, and resource mapping
- CHA will contribute to a state discussion on WIOA redesign at Steering Committee meeting in Olympia, update aggregate information on progress, and develop a review of needs for CHA discussion

PROSPEROUS ECONOMY

FRANK LEMOS (LEAD), ANDRES MANTILLA, DANIEL VILLAO

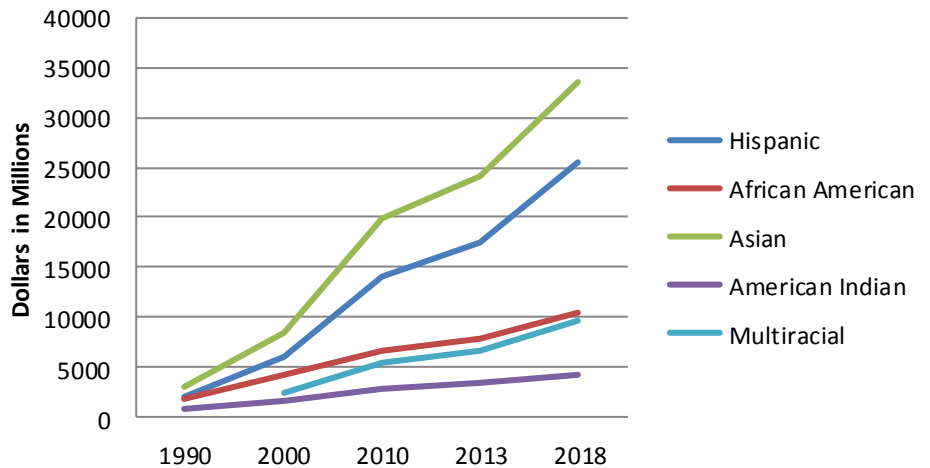
PRIORITY 2—DEVELOP, PLAN AND PROMOTE ACCESS FOR LATINO OWNED BUSINESSES

BACKGROUND: The buying power of Latinos has continued to grow drastically over the course of ten years, primarily due to the growth in Latino owned businesses. As of 2013 Latinos have the second highest buying power in the state of Washington. According to the Selig Center for Economic Growth at the University of Georgia, the **Latino buying power totaled \$18.3 billion** in 2014, a 806% increase since 1990.⁸

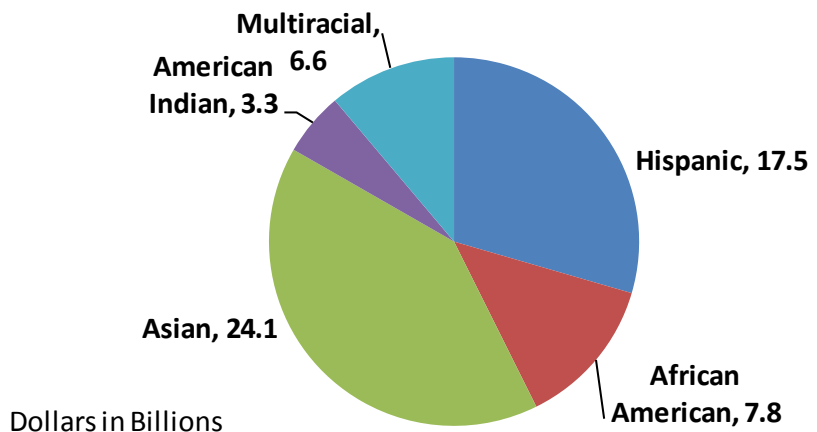
In 2010, 15% of all business owners in Washington were foreign-born, according to the Fiscal Policy Institute.⁹ National data shows that bonding and insurance requirements, along with cash flow, are the number one barriers to small minority business contractors. Lifting bonding requirements will create immediate opportunity for all Washington State small businesses, but most importantly to our disadvantaged businesses.

On average, money earned by a Latino stays within the community for 21 days.¹⁰ This means that Latinos spend their money within the Latino community before it flows out into other communities. This reflects mutual support between the Latinos and Latino businesses which helps sustain the growth of this community.

Buying Power of Ethnic Community in Washington 1990 - 2018



Buying Power of Ethnic Community in Washington 2013



Source: Selig Center for Economic Growth, Multicultural Economy 2013 Table7—11

ACTIVITIES:

- CHA will compile minority business community policy recommendations from the 2nd annual Minority Business Policy Workshop to inform CHA and Minority Business Enterprises (MBE) of legislative agendas
- CHA will supplement the 2016 MBE Policy agenda and generate a 'Hotlist' of top priority legislation to move forward in the 2016 Legislative Session
- CHA will work with the Governor's Office to put forth a community request of legislation to lift the current Washington State bonding limit requirement, per RCW 39.080.010

HEALTHY & SAFE COMMUNITIES

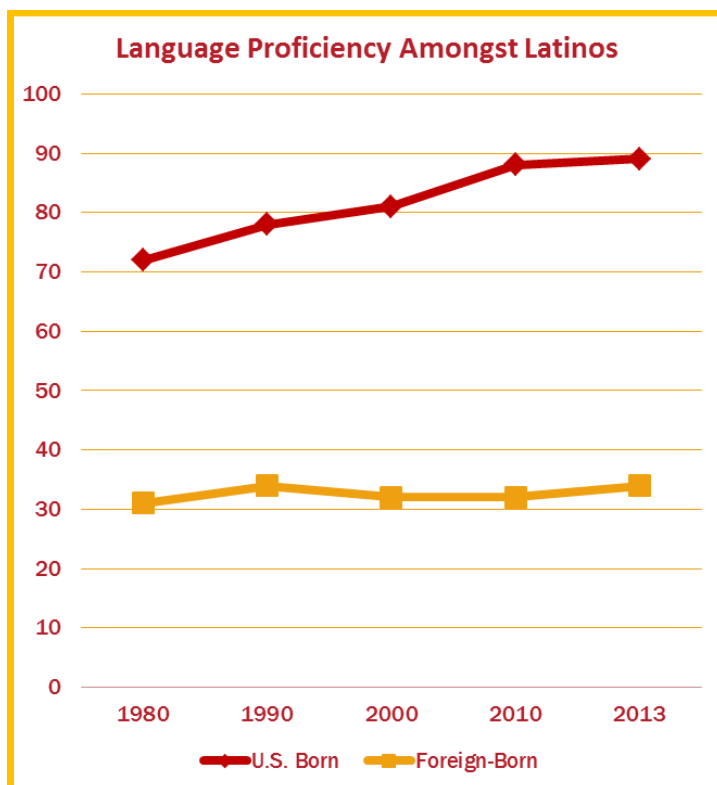
ANITA AHUMADA (LEAD)

ALL LATINOS WILL HAVE ACCESS TO HEALTHY AND SAFE COMMUNITIES

PRIORITY 1— PROMOTE ACCESSIBLE EMERGENCY PREPAREDNESS INFORMATION FOR THE HISPANIC COMMUNITY TO ENSURE SAFETY DURING TIMES OF DISASTER.

BACKGROUND: Language access plays a pivotal role for how the Hispanic community is able to react to emergency situations and disasters. Governor Inslee wrote that this year Washington experienced the most devastating wildfire season in state history. **June through September, over one million acres burned across the state, destroying 146 homes and damaging nearly 500 more.** 10.9 –50.9 % of households in Okanogan, Chelan, Douglas and Grant counties speak Spanish.¹¹ These counties were the most affected by this year's wildfires, however, the **Spanish speakers of these communities were not adequately prepared for emergency evacuation.** 18.2% of the population in Wash-

ington state speak a language other than English at home.¹² This oversight in language access adds to the disparity of access to resources within the Hispanic community. It is vital that regardless of language barriers, emergency preparedness information be provided to all Hispanic residents in an accessible manner.



AUTHORITIES REQUIRING LANGUAGE ACCESS AND INCLUSION IN EVENTS OF DISASTER

- Stafford Act as Amended in 2013
- Washington Comprehensive Emergency Management Plan (CEMP)
- 2000 Executive Order 13166
- FEMA LEP Plan (Draft 2014)
- Title VI of the Civil Rights Act of 1964

Source: Pew Hispanic Language Mastery of Latino Populations, (2012)

ACTIVITIES:

- CHA will continue to host and produce 3 weekly radio programs where the Department of Ecology, Department of Health, Attorney General's Office and the Secretary of State participate
- CHA will participate in a workgroup under the auspices of the Emergency Management Council to best advise the Governor and the Adjutant General in regards to emergency response planning
- CHA will ensure that any recommendations include provisions for language access and services in emergencies for the Latino community
- CHA will participate in the Washington State Disaster Response Multi-Agency Behavioral Health Taskforce which aims to create a framework for a Behavioral Health Plan in emergency situations
- CHA will develop a Behavioral Health First Aid network that will include language access services to the Latino community

EFFICIENT, EFFECTIVE & ACCOUNTABLE GOVERNMENT

DAVID MORALES (LEAD), J. MANUEL RETA, VICTORIA BRECKWICH VÁSQUEZ

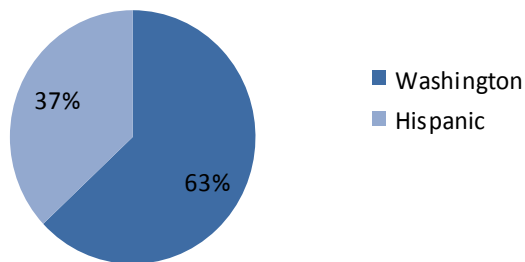
INCREASE FULL AND EQUITABLE PARTICIPATION BY LATINOS IN GOVERNMENT

PRIORITY 1—INCREASE TURNOUT, REGISTERED VOTERS, AND POLITICAL ENGAGEMENT IN THE LATINO COMMUNITY

BACKGROUND: In the state of Washington, Adams and Franklin have majority Latino populations. Yakima and

Source: Pew Research Center tabulations of the 2012 American Community Survey (1% IPUMS sample)

Percent of Hispanic Population Eligible to Vote



Grant counties will soon be joining that rank. Historic elections have passed with Yakima, Renton, Toppenish, and Seattle electing Latinas to their city councils.

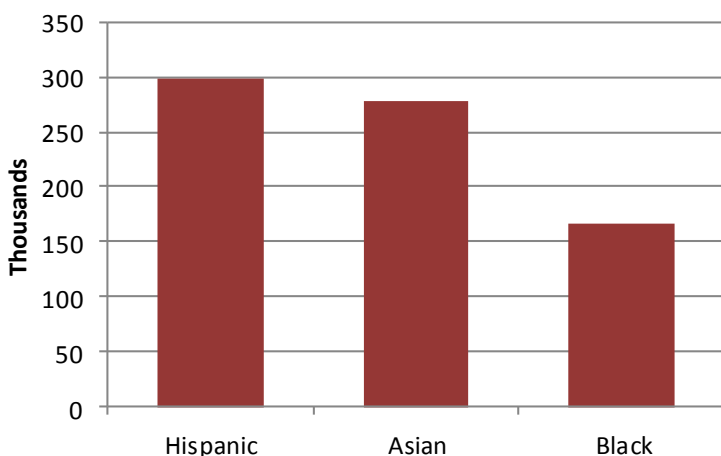
According to an analysis of 2012 Census Bureau data by the American Immigration Council **13.2% (or 467,799) of registered voters** in Washington are naturalized citizens or the U.S.-born children of immigrants who were raised during the current era of immigration from Latin America which began in 1965.¹³

Yet in 2012 elections, Latinos only accounted for **4.4% of Washington's voters**.¹⁴

Although, in the last year the Latino population has become more politically engaged, the Commission strives to ensure that as the Latino population continues to grow, so does the community's political engagement. This includes civic engagement such as voting but also participation in state government and representation in elected positions.

Source: Pew Research Center tabulations of the 2012 American Community Survey (1% IPUMS sample)

Eligible Voter Population in Washington by Race and Ethnicity (2012)



ACTIVITIES:

- CHA will meet with stake holders in the Voting Rights Act (VRA) – Democrats, Republicans, American Civil Liberties Union (ACLU), Cities, and Opposition
- CHA will monitor electoral turn out in Latino communities in partnership with the Secretary of State
- CHA will encourage our community to register to vote and vote through public events, radio, and other mediums twice a year.

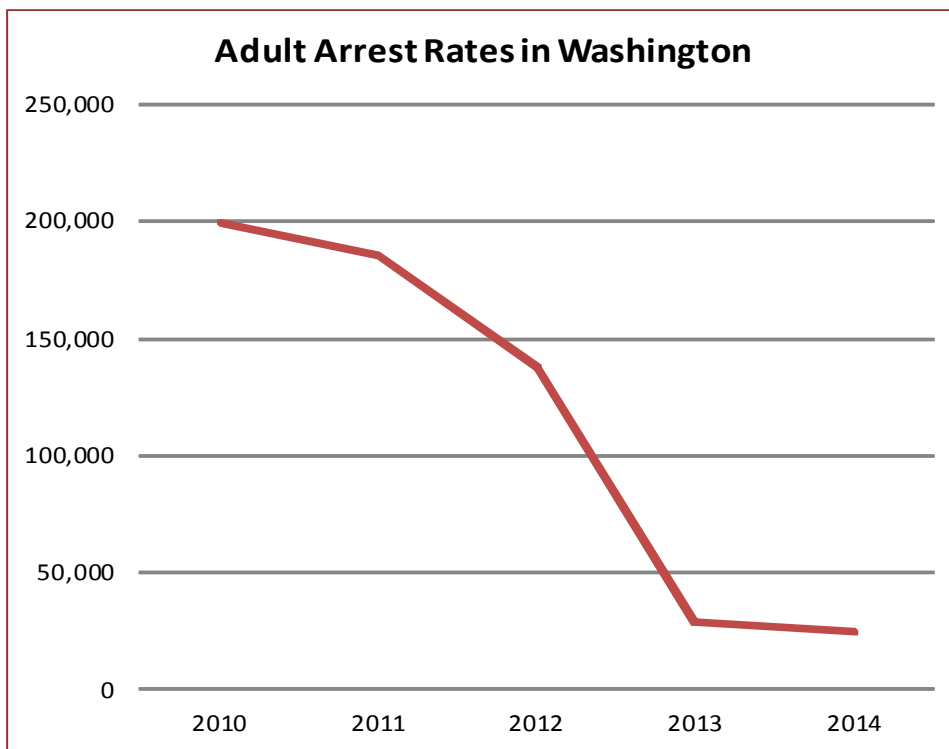
EFFICIENT, EFFECTIVE & ACCOUNTABLE GOVERNMENT

GLORIA OCHOA-BRUCK (LEAD), DAVID MORALES, EDUARDO MORFIN, VICTORIA BRECKWICH VÁSQUEZ

PRIORITY 2— FACILITATE THE PASSING OF LEGISLATION, ADMINISTRATIVE ACTION AND STATEWIDE INITIATIVE/S THAT ADDRESS INCREASING POLICE ACCOUNTABILITY AND STRENGTHENING COMMUNITY TRUST

BACKGROUND: It is imperative that legislative or administrative action be taken directly to address police accountability in the state of Washington. This includes but is not limited to amendment **RCW 9A.16.040** stating justifiable homicide or use of deadly force by public officer, peace officer, or person aiding; body camera legislation; the formation of a state wide initiative to address systemic change; and cultural competence and implicit bias training.

State and federal correctional facilities held an estimated 1,574,700 prisoners in the U.S. in 2013.¹⁵ In the state of



Source: State of Washington Office of Financial Management – Criminal Justice, *Washington State Criminal Justice Data Book*. (2015)

Washington there are 37 county jails and 12 state prisons. The Department of Corrections of Washington reports that **12.8% of the prison population is Hispanic.**¹⁶ Of the 37 county jails, **Hispanics make up 5.5% of the average daily population** of the mean prison capacity, according to 2014 Washington State Jail Statistics.¹⁷

Police in Washington have killed 213 people in the State of Washington over the past decade according to the Seattle Times. **18 of the people killed were Hispanic.**¹⁸ The current statute for the use of deadly force, RCW 9A.16.040, is the only statute in the nation that requires malice as a measure against the use of deadly force.

Cultural Competency training has been proven to reduce implicit bias that leads

to the overrepresentation of people of color in the criminal justice system and it is not statutorily mandated in the state of Washington.

ACTIVITIES:

- CHA will continue to host and produce 3 weekly radio programs where the Secretary of State and the Attorney General's Office participate
- CHA will finalize a one page position paper on each of the key areas regarding Police Accountability
- CHA will meet with the Governor's Office, Legislators, and Stakeholders in Olympia to highlight concerns and provide policy recommendations on deadly force, the use of body cameras, and cultural competency training
- CHA will meet with key legislators, including majority leaders, and with Washington Association of Sheriffs and Police Chiefs
- CHA will check in with communities to keep partners up to date on issues and obstacles
- CHA will work to ensure that police stop rates for Hispanics are tracked and that stop rate information be available to the public in the future

EFFICIENT, EFFECTIVE & ACCOUNTABLE GOVERNMENT

ANDRES MANTILLA (LEAD), NORA CORONADO, J. MANUEL RETA, DANIEL VILLAO,

PRIORITY 3— ENSURE THAT THE IMPACT OF THE REAL ID ACT ON THE HISPANIC COMMUNITY IS ADDRESSED AND ACCOUNTED FOR LEGISLATIVELY AND ADMINISTRATIVELY.

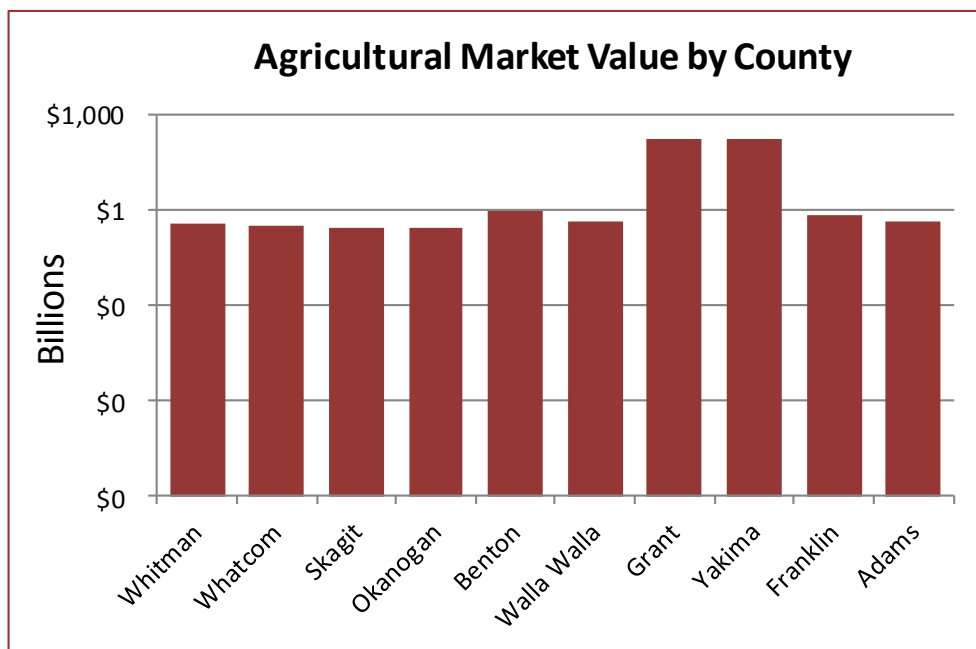
BACKGROUND: The implementation of REAL ID will impact the state's ability to maintain the agricultural industry that keeps this state economically afloat. According to the Pew Research Center the **estimated population of undocumented immigrants in the state of Washington was 230,000** in 2012.¹⁹ Undocumented immigrants make **4.9% of Washington's labor force**.²⁰ If all undocumented immigrants were removed from Washington, **the state could potentially lose \$14.5 billion in economic activity, \$6.4 billion in gross state product, and approximately 71,197 jobs**, even accounting for adequate market adjustment time, according to a report by the Perryman Group.²¹ Much of the labor force of undocumented immigrants is concentrated within the agricultural industry which makes **12% of Washington's economy**.²² In 2013 Washington **exported \$15.1 billion in food and agriculture products** through Washington ports.²³ This is the third largest total in the U.S according to the Washington State Department of Agriculture.

Despite the fact that undocumented residents also pay taxes, they rarely receive the federal or state benefits of doing so. According to data from the Institute on Taxation and Economic Policy, undocumented immigrants in Washington paid **\$301.9 million** in state and local taxes in 2012, including \$229.7 million in sales taxes and \$72.2 million in property taxes.²³

The application of REAL ID will become another tool for discrimination against undocumented residents, adversely impacting their ability to navigate employment and thus adversely impacting Washington's agricultural industry and overall economy.

ACTIVITIES:

- CHA will continue to host and produce 3 weekly radio programs where the Employment Security Department, Human Right's Commission and Department of Licensing participate
- CHA will finalize their position paper on REAL ID to distribute to the Governor's Office, legislators, allies, and the community
- CHA will meet with the Governor's Office staff in Olympia to highlight concerns on policy development and issues as well as with the DOL and other representative agencies
- CHA will meet with key legislators including majority leaders and Senate Republicans.
- CHA will connect with community allies to keep partners up to date on issues and obstacles regarding REAL ID



ASSESSMENT OF INTERNAL CAPACITY

COST REDUCTION STRATEGIES

The Commission continues to streamline its operations by dividing select administrative tasks among the five co-located micro-agencies. The agency is promoting more commissioner interaction through monthly committee teleconferences which reduces the need for travel expenses.

Other cost reduction strategies:

- Carpooling/Motor Pool for commute to public meetings & reimbursing Commissioners for most economical travel mode
- Conference calls versus attending meetings
- Partnerships with private entities to assemble and print assessment report
- Director staying at Commissioners', friends', or relatives' homes versus hotel/motel
- Use of "no fee" meeting venues for public meetings
- Catering Commissioner public meeting luncheons versus per diem

RISK MANAGEMENT STRATEGY

The Commission has developed and instituted a detailed sexual harassment administrative policy. The Commission has also developed a specific overtime policy to address any disputes regarding hours worked. All incoming Executive Directors will be required to undergo the DOP HELP Training during their first three months of employment. The Commission will administer yearly performance reviews of the Director to identify any potential personnel problems. Finally, the Director will administer yearly performance reviews of staff to further identify potential personnel issues.

RISK, OBSTACLES, OPPORTUNITIES FACED BY AGENCY

The Hispanic population in the state is currently over 800,000 and dispersed throughout the state; with estimates of reaching 1.5 million in the next 15 to 20 years. A primary obstacle to the Commission is the lack of realistic, flexible, and sustainable funding which will ensure the consistency necessary to maintain a full time permanent staff and provide opportunities for professional development along with the resources necessary for Commissioners to interact with Hispanic communities throughout the State. Another obstacle is that geographically Hispanics are omnipresent in WA State which makes it incredibly difficult for the Commission to provide significant trust building.

As the Hispanic population increases so have the demands on the agency. The Commission receives an average of 25 telephone calls per day, has had an increase in the request for Commissioner assistance along with a 200% increase in attendance at community meetings. This increase has placed a strain in the very small agency's travel budget. Without an increase in resources for travel the agency will not be able to meet the demand of our constituents or for the Office of the Governor to be visible in the community. Agencies are being asked to reduce their budget by 15%, effectively eliminating CHA's community meetings and travel capabilities. CHA has leveraged the current resources to every extent possible yet hiring new staff would help CHA maintain not only administrative needs of a growing Commission but could also conduct much needed research, create new programs or help facilitate existing ones.

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